File No. 484

19 31.

Collection No.

Mysore Residency

Bangalore.

Pros. Serial Nos. 1– 23

S.N.L/A
drafting
19/11/44.

Subject.

Recruitment of the Nursing Sisters of the Bowring and Lady Curzon Hospitals. Form of agreement.

Appointment of Nursing sister Miss D.Borland. Grant of free passage to United Kingdom to Miss Boreland.

Previous References.

F.No.290 of 1928

F.No.103 of 1931

F.No.181 of 1931.

Later References.

F.No.366 of 1934

F.No.1047 of 1934.

263/36.

Dte. 387/46 Leave & Sickness Bangalore.

D.93/47.

S. 97. (Blue).

DUFP—1658S&P—(M-1937)—19-12-32—60,000.

paras 1, 2
29, 44 & 46
of memorandum
19/12/44.

NOTES AND PRECIS.

No.2470/129, dated the 14th December 1931, from the Residency Surgeon, Bangalore.

The draft agreement forwarded with P.U.C is the second revised draft. The form as it stood in October 1930 is at S.N.66/290-28. The first revised draft is at S.N.3/484-31. The first revision was made to give effect to the suggestion of India to give Nursing Sisters of non-Asiatic domicile recruited in India for service in the Bowring & Lady Curzon Hospitals, the same leave and passage concessions as are allowed to those similarly recruited for service in the Mayo Hospital. Clauses 9, 13, 14 and 15 of the form of agreement executed by the latter have accordingly been adopted in the first revised draft and a copy of it was sent to the Govt. of India in September 1931-vide S.N.4/484-31. Govt. of India's formal approval of this draft has not yet been received.

In addition to the changes introduced in the form by the adoption of the new clauses referred to above, the following changes were also made in the first revised draft:-

(1) A first class railway fare was substituted for the fixed amount of Rs.300/- provided to cover outfit expenses. (clause 1)

(2) The words "furnished residential quarters and a staff of necessary servants" were substituted for "residential quarters and free attendance" (clause 7).

The draft and the P.U.C is stated to have been further revised (paras 3 to 8 only) with reference to the suggestions of the Accounts officer. (The suggestions which are not in the file).

The

The following are the further amendments made:-

(a) In paras 3, 4, 5 and 6 for "officers and authorities" the words "the Residency Surgeon in charge" have been substituted.

(b) In para 3 for the words "the date of arrival in Bangalore" the words "date of reporting herself for duty at Bowring and Lady Curzon Hospitals" have been substituted.

(c) In para 7 for "furnished residential quarters and a staff of necessary servants" of the first revised draft, the words "free furnished residential quarters and a staff of necessary servants" have been substituted. Amendments (a) and (b) are unobjectionable and may be agreed to.

Amendment (c)

In the form of agreement as it stood in 1930 there was no reference to "free and furnished residential quarters", but only "residential quarters" were provided. ~~But~~ Attendance was free. In the first and second revised drafts it ~~it~~ is not stated whether the Nursing Sisters are to have the services of servants free or for payments. Having regard to the condition in the earlier (1930) draft it is apparently to be free. In that case it is better to specify also the number and class of servants whose attendance can be had free.

As there was no reference to free and furnished quarters in the first draft it may be better to omit reference to these concessions ~~xxxxxxxxxxxxxxx~~ from the present draft. Govt. of India have not yet acceded to our request to confirm under the Fundamental Rules the rent-free concession which the staff have been enjoying. ~~without any traceable authority.~~

The

8

The Pay and Accounts Officer, in his letter at S.N.27/154-31 suggested that it should be made clear in future contracts (not affecting existing incumbents) that special compensatory allowances (i.e., boarding, uniform and washing) should be reduced by 12½%. But these have been retained in the draft at the old rate. Para 7 of the draft has accordingly to be revised.

9

Reference is made in paras 7&8 of the draft agreement to 'salary'. It seems better to adopt the word 'pay' which is used in the Fundamental Rules and in succeeding paras of the draft.

The Residency Surgeon says that he will get the sisters to sign a letter agreeing to the conditions being given retrospective effect. But it seems better to have a para inserted to that effect in the body of the agreement.

10

The Residency Surgeon may be asked to revise the draft with reference to paras 4-7 above. After revision it may be sent to Govt. of India and their specific approval of the form may be obtained so that it may be adopted in regard to all future entrants.

11

As regards sisters who are already in employ but who have not yet executed an agreement, another draft will have to be prepared retaining full compensatory allowances and inserting an additional para as suggested in para 8.

12

If the above suggestions are agreed to the Residency Surgeon will be informed accordingly.

13 A draft as suggested in para 10 is put up for approval.

V.V. Iyer.
30 I 32

Secretary

S.N.G. Issued No.914 Dated the 5th February 1932.

P.T.O.

Letter No.2945/129, dated the 17th February, 1932, from the Residency Surgeon, Bangalore.

Please see S.Nos.5 and 6 and the notes from paragraph 1.

The Residency Surgeon has now submitted two revised draft forms of agreement marked A and B.

Form A is to be adopted in the case of all future entrants. It is prepared in accordance with the instructions in memorandum No.914, dated the 5th February, 1932 and is in order. One of the points raised in the memo relates to free furnished residential quarters. Government of India have since re-affirmed, until further orders, the existing concession of rent-free quarters and rent-free furniture enjoyed by the nursing staff. As this is only a concession which is liable to be withdrawn, it does not seem necessary to incorporate it in the draft form.

Form B is to be used in respect of the existing incumbents and it has also to conform to Form A except in so far as it affects their compensatory allowances. The concluding portion of paragraph 7 of this form differs from the corresponding portion of Form A. It has to be amended as shown below to make it conform to Form A.

For

'and will also provide her with free, furnished residential quarters and a staff of necessary servants'

Read 'and will also provide her with residential quarters and a staff of 1 cook, 1 maty, 1 kitchen boy, 2 Ayahs and 2 sweepers common to four Sisters and 1 Nursing Superintendent.'

The drafts may, if approved, be sent to Financial

Adviser

Adviser and the Government Pleader u/o for scrutiny befo
Government of India are addressed.

V.V. Iyer
12/4/32

R/M

Secy.

(From para. 13)

R 23/4

In this case ah Gr
advise by a perfect
date, ad. Calli. Time
a week. I issue
a reminder after he
has had it 4 days.
This procedure should
always be adopted
calli de S.P.

THE FINANCIAL ADVISOR TO THE HON. THE RESIDENT.

U.O. No. 2959 DATED 28 APRIL'32.

Seen and returned with thanks.

The draft agreements are in order.

30.4.32

The Secretary to the Hon'ble the Resident in Mysore, B'lore.
U.O.No. 11 dated 30th April 1932.

THE HON'BLE THE RESIDENT'S TREASURY
No ....
29 APR. 1932
40

OFFICE OF THE RESIDENT IN MYSORE.
BANGALORE.
MAY 1932
Regd. No. 4152

S.N. 8. Letter No. F. 183-E/30, dated the 7th June, 1932, from the Government of India in the Foreign and Political Department.

Please see S.N. 4 and the notes in para 18.

The Government of India have forwarded a copy of the revised form of agreement and stated that they approve of it for adoption in future, without prejudice to the rights of existing Nursing staff, for appointment in India as Nursing ------ Sisters of the Bowring and Lady Curzon Hospitals, Bangalore, subject to certain remarks contained in P.U.C.

If approved a copy of P.U.C. with the revised form of agreement referred to therein may be sent to the Residency Surgeon, Bangalore, with the request that the additions to be made to the revised form of agreement with reference to paras 2(i) and (ii) of the P.U.C. may kindly be sent for the approval of the Hon'ble the Resident.

In the circumstances the draft agreements submitted by the Residency Surgeon with S.N. 7 need not now be sent to the Government Pleader as suggested in paras 10 and 11 of the notes.

Draft submitted for approval.

T. N. Thanigavelu Mudaliar
17-6-1932

Secretary.

S.N.9 Issued No,4070 dated the 21st June,1932.

S.N.10.

Letter No. 1580/129, dated the 21st October, 1932, from the Residency Surgeon, Bangalore.

. . .

S.N.8.

Please see paragraph 2 of letter No.F.183-E/30, dated the 7th June 1932, in which the Government of India have forwarded a copy of the revised form of agreement and stated that the Government of India approve of it for adoption in future.

In paragraph 2(1) they have suggested (1) that as the Nursing sisters are provided with furnished quarters free from rent (including possibly the lighting and water charges a specific provision to this effect should be made in paragraph 7 of the revised agreement and (2) that a clause on the lines of the proviso to rule 46(1) of the Civil Services (Classification, Control and Appeal) Rules should be added to the agreement. The Residency Surgeon, Bangalore who was addressed in the matter has now forwarded the necessary draft additions to agreement forms A & B.

The following table shows the additions ~~to clause 7~~ proposed by the Residency Surgeon and the modification made by this office:-

~~Abolition~~ Addition to clause 7 by the Residency Surgeon.	Modifications ~~to Clause 7~~ proposed by office made
	Add: to clause 7.
The said quarters shall be furnished in accordance with the scale prescribed as per schedule sanctioned in Government of India No.F.240-A/30 of the 25th January 1932 and shall be free from rent (including rent on account of electric lights & fans when provided) and also free from	The said quarters shall be furnished in accordance with the scale prescribed by the Government and shall be free from rent (including rent on account of furniture, electric lights and fans when provided), and also free from the cost of electric energy consumed in the said quarters she is also entitled to such staff of necessary servants as

from the cost of electric energy consumed in the said quarters. She is also entitled to a staff of necessary servants as the said Residency Surgeon considers suitable. She will not be entitled to any allowance except as herein mentioned.

The Nursing Sister shall conform to the specified provisions, which the controlling authority i.e. Residency Surgeon considers inconsistant for the good of the Institution though nothing is mentioned in the conditions contained in this agreement or in any rules made hereafter in the Civil Service (Classification, Control and Appeal) Rules.

as the said Residency Surgeon considers suitable. She will not be entitled to any allowance except as herein mentioned.

P. After clause 17 add the following as clause 18 and renumber clauses 18 & 19 as 19 and 20.

18. The Nursing Sister shall conform to the provisions of the Civil Services (Classification Control and Appeal) Rules or of rules made thereunder in respect of any matter in respect of which no provision has been made in this Agreement.

x Recp (P)

In memorandum No. F.240-A/30, dated the 25th January 1932, the Government of India in the Foreign and Political Department have been pleased to re-affirm the existing concessions of rent-free quarters and rent-free furniture in respect of certain officers of the Civil & Military Station, Bangalore. They have not fixed any scale of furniture for the Nursing Sisters. It is not therefore necessary to make any reference to the memorandum referred to above.

The draft additions proposed by the office are ~~If approved the addition to clause 7 as modified above~~

may

for approval.

~~may be approved. A new clause 18 as drafted may be inserted.~~

In ~~the~~ agreement B. the Residency Surgeon proposes the following additional clause ~~18~~ 21:-

"21. ~~18~~. The Nursing Sister though signing the agreement this day agrees to retrospective effect being given to the conditions of aforesaid agreement from the date of her first entertainment as a Nursing Sister in the Bowring and Lady Curzon Hospitals, Bangalore."

This may also be approved.

Copies of the agreement as finally approved may be sent to the R.S.

Draft, ~~reply to the Residency Surgeon, Bangalore is~~, submitted for approval.

(From para 3)

T. N. Thangavelu
Mudaliar
14-11-1932.

Secretary.
Through Head Clerk)
14/XI.

Rendered.

S.N.14.

Letter No.1350/129, dated the 14th September 1931 from the Residency Surgeon, Bangalore.

The Residency Surgeon, Bangalore reports, for the consideration of the Hon'ble the Resident, the question of granting a passage to England to Miss Borland, Nursing Sister in the Bowring and Lady Curzon Hospitals, Bangalore. He states that her first period of five years' contract service with the Bowring and Lady Curzon Hospitals will expire on the 2nd January 1934.

As the Sister was actually engaged in India on contract, she is eligible only to the concessions mentioned in the draft agreement at S.N.11/A/484-31. Under clause 15 of the agreement she is eligible for six months' leave on average pay and under clause 16 she shall be provided with a first class railway ticket from Bangalore to any station in India to which she may desire to proceed. In the circumstances it appears that she cannot be provided with a passage to England without the orders of the Secretary of State.

In this connection please see Sls. 472 of/18 of 1913 and 20 & 30 of/290 of 1928 in which the Secretary of State in Council agreed, in the special circumstances stated by the Hon'ble the Resident, that Miss H.M. Berry might be regarded as recruited by the High Commissioner in England and as having commenced her contract of service on the 9th December 1925. She was then given all the concessions contained in the draft agreement at S.N.46/B i.e.,

(1) First class passage from the United Kingdom to India
(2) Double first class railway fare from the post of debarkation to Bangalore
(3) £.30/- for her outfit and incidental expenses.
(4) On the termination of five years service a first class passage from India to the United Kingdom and a double first class railway fare from Bangalore to the port of embarkation.

There

There are no special reasons for extending the above concessions to Miss Borland at the end of her first period of five years contract service with the Bowring and Lady Curzon Hospitals.

3.

If approved the Residency Surgeon, Bangalore may b informed that the Hon'ble the Resident regrets that there are not sufficient grounds to address the Government of India in the matter.

It is regretted that the file could not be submitted earlier on account of budget work.

T. N. Thangavelu
Madalias.
19-10-1933.

(From pp. 30

Secretary.

Have you anything to
urge in Miss Borland's
favour before the file
goes to the Resident?
I am afraid there is
not much hope for her
RS 4/0.

13/12

To

The Residency Surgeon, Civil & Military Station
Bangalore U.O.

U.O.No. 11311
Dated the 15/12/33.

Please see point (5) in Col McPherson's letter No 1350/129 (pp) and also the references quoted at para 3 on.

I submit that the circumstances of the two sisters are the same. Miss Borland could have returned home and applied

for appointment to the Secretary of State
in which case she would naturally have
claimed the concession for which she was
asking, instead of which she postponed
her journey at our request
She is not now claiming passage money
on first appointment, as was allowed to
Miss Kemp, but only ~~expenses to England~~
after five years hard work, expenses to
England and return on agreement. Therefore
Govt have already profited by the cost of
her passage out to India in the first instance.
It appears to me that the grant of the
concession applies for is desirable:
(a) on grounds of Equity, for the reasons
noted above, and
(b) on grounds of policy. Suitable Sisters
of the type required by the Bombay Lady
Cowasjee Hospitals are not easy to come by.
They are required not only to institute
improvements in professional work, but to set
them an example of professional deport-
ment - in which our nurses have been
deficient, as noted. Col. McPherson has also
often pointed out that our terms compare
unfavourably with those of other training
institutions; and I fear that if we fail
to adopt what, with respect, I urge is the
larger view, and fail in Equity and generosity
on a purely technical consideration, we
shall find it difficult to obtain suitable
Sisters members of our nursing Staff & to
maintain the standards which we have
achieved
See min.

16/12

OFFICE OF THE RESIDENT IN MYSORE
& NILGIRIS
18 DEC. 1933
Regd. ..... 10971.
File No. ....

Please draft. As E.M.L.
on lines of P.S.'s note
& let me have it
3 days hence.

E.M.L.

A draft is submitted for consideration.

(from file 30)

Hillcrest
5.1.34

Dear Sir Ellis
Please see the enclosed draft regarding Miss Barlow's
leaving employment unfavourably
with the Nursing in the
hospitals. Can we get
chapter & verse for this,
giving particulars & dates
& names, for the similar
hospitals? It would be
very useful.

Yours
E.M.L. 6.1.34.

Sept

P.S. 6/1

a40.
no.151.
6/1/34.

Secretary w/o.

41 I send herewith a comparative statement of the terms as at Rangoon, Calcutta, Delhi & Lahore which I think will give you the necessary particulars

Hon
9/1

OFFICE OF THE RESIDENT IN MYSORE
BANGALORE.
11 JAN. 1934
Regd. 348
No. To ... ...

42

The statement furnished by the Residency Surgeon speaks for itself. The terms offered in the Madras Hospital are not however given. In this connection please see para 2 of S.N.16/230-28.

It is for orders whether the draft with the penultimate sentence as added to may issue.

12. 1. 34

43 Secy The only point on which I am doubtful is whether to include the comparative statement. I prefer omitting it as not at the end of the draft.

Resident

S.N.15. Issued No. 1282 14/2/1934.

CORRESPONDENCE.

(1)

No. 1080/129.

Residency Surgeon's Office
Bowring Civil Hospital
Bangalore 10th. July 1931

From

Bt-Col. J.McPherson,M.A.,M.B.,F.R.C.S.E.,M.R.C.P.,
I.M.S.,
Residency Surgeon.

To

The Secretary

to the Resident in Mysore,

B a n g a l o r e.

Subject:-
Modification of leave terms of Nursing Sisters recruited in India.

Sir,

S.N.87 (L) With reference to your No.3714/290-1928, dated the 22nd. May 1931 forwarding a copy of No.F.183-E.30, dated the 23rd.April 1931 from the Government of India, Foreign & Political Department, together with copies of articles in the agreement form at present used in the Mayo Hospital, Lahore, I have the honour to inform you that I approve of the terms mentioned in paras 9, 13, 14 and 15 for the Nursing Sisters recruited in India for the Bowring & Lady Curzon Hospitals.

I have the honour to be

Sir,

Your most obedient servant,

J. McPherson

Bt-Col., I.M.S.,
Residency Surgeon,Bangalore.

OFFICE OF ... RESIDENT IN MYSORE
11 MAY 1931
P... 6692
29/28

2 CVR 11.7.31 2 p.m.

DEPARTMENT.

BRANCH.

File No. 484/31

Serial No. 2

Draft Letter / Memorandum / Telegram

No. 5206 Dated 22nd July 1931.

From

Secretary.

To

The Residency Surgeon,

Bangalore.

Class for telegrams — Ordinary / Express / Urgent* / Priority / Clear Line† — *Only for Foreign Telegrams. †Not for Foreign Telegrams.

To be issued on | Issued on

1st Reminder

2nd Reminder

3rd Reminder

Heading:

Case or Diary No.

If post copy of telegram required

Date of despatch of above

List of enclosures

(Code word for telegrams.)

MSN1

Modification of leave terms of Nursing Sisters recruited in India.

Sir,

With reference to the correspondence ending with your letter No.1080/129, dated the 10th July 1931, I am directed to request that a draft of the modified amendment to the Agreement may be forwarded to this office for transmission to the Govt. of India.

I have etc.,

Secretary to the Resident.

CVR 16.7.31

S. 5.

MGIPC—S1—768(III)DCP—(0·318)—11-7-29—50,000 Pads.

No. 1400/129.

Residency Surgeon's Office
Bowring Civil Hospital
Bangalore 11th.August 1931

From

Bt-Col. J.McPherson, M.A.,M.B.,F.R.C.S.E.,
M.R.C.P.,I.M.S.,
Residency Surgeon.

To

The Secretary

to the Resident in Mysore,

Bangalore.

Subject:- Modification of leave terms of Nursing Sisters recruited in India.

Sir,

(IV) S.N.2 484-31

With reference to your letter No.5206/290-1928 dated the 22nd.July 1931, I have the honour to forward herewith a draft of the modified amendment to the Agreement of Nursing Sisters recruited in India.

OFFICE OF THE RESIDENT IN MYSORE.
BANGALORE.
12 AUG 1931
Regd. No. 7713
File No. 484/31

I have the honour to be

Sir,

Your most obedient servant,

J McPherson.

Bt-Colonel.,I.M.S.,

Residency Surgeon, Bangalore.

ARTICLES OF AGREEMENT made the

day of 19

BETWEEN

(hereinafter called "the Nursing Sister") of the one part and the Secretary of State for India in Council (hereinafter called "the Secretary of State") of the other part.

Whereas the Secretary of State has agreed to engage the Nursing Sister to serve the Secretary of State as a Hospital Nurse in the Bowring and Lady Curzon Hospitals, Bangalore.

Now these presents witness and the parties hereto respectively agree as follows:-

1. That the Nursing Sister will, as soon as she may be directed on behalf of the Secretary of State, proceed to Bangalore for which purpose she will be given a first class Railway fare from her place of departure to Bangalore. No hotel or other expenses incurred in the course of the journey will be allowed or granted.

2. That the Nursing Sister will on arrival at Bangalore report herself to the Residency Surgeon, Bangalore.

3. That the Nursing Sister will submit herself to the orders of the officers and authorities of the said Bowring & Lady Curzon Hospitals and will remain in the said service of the Secretary of State as a Nursing Sister of the said Bowring & Lady Curzon Hospitals for the space of three years from the date of her arrival at Bangalore as aforesaid.

4. That the Nursing Sister will employ herself efficiently and diligently in the said Bowring & Lady Curzon Hospitals under the orders and instructions of the officers and authorities aforesaid as a hospital Nursing Sister in which capacity she will discharge all duties appertaining to that office and do all things which may be required of her or which are necessary to be done in her capacity aforesaid.

5. That the Nursing Sister will not on any pretence absent herself from her duties without having first duly obtained the permission of an officer of the said hospital, and that she will devote her whole time

time to the duties of the service and will not undertake or attend to any private cases outside the said hospital and will not, on her own ac-count or otherwise, either directly or indirectly, carry on or be concerned in any trade, traffic, or business whatsoever.

6. That the Nursing Sister will conform to all the rules and regulations of the said Bowring & Lady Curzon hospitals and will obey all such lawful orders and directions as she shall from time to time receive from the officers and authorities of the said hospitals, and that in case she shall be guilty of any insubordination or other misconduct, or of any breach or nonperformance of any of the provisions of these presents it shall be lawful for the Secretary of State through the Residency Surgeon in charge of the said Bowring & Lady Curzon Hospitals to discharge her from said service; and that upon such discharge she will forthwith peaceably leave the said hospital and service.

7. That if the Nursing Sister shall observe and comply with each and all of the provisions of these presents the Secretary of State will pay to her, for such time as she shall be actually in the service of the Secretary of State and shall perform her duties, a salary at the rate of rupees one hundred and sixty(Rs 160) per mensem, rising to rupees two hundred (Rs 200) per mensem by annual increments of rupees ten(Rs 10) per mensem; and in the event of promotion to the post of Nursing Superintendent to a salary of rupees ~~xxxxx~~ two hundred and fifty(Rs 250½ per mensem, rising to rupees three hundred and fifty(Rs 350) per mensem by annual increments of Rs 10 per mensem, and will also grant her a boarding allowance of Rs 45/- per mensem and a uniform and washing allowance of Rs 15/- per mensem , and will also provide her with furnished residential quarters and a staff of necessary servants.

8. That the salary and allowances payable to the Nursing Sister shall be payable monthly in India commencing from the date of her reporting her arrival at Bangalore as aforesaid and ceasing on the day of her quitting the service or on the day of her discharge therefrom, or on the day of her death if she shall die whilst therein. She shall not be entitled to any pension, gratuity or bonus or to exchange compensation allowance, but will during her continuance in the service ,pay such subscriptions to the general provident fund as shall be payable under

under the rules for the time being in force (by which rules she agrees to be bound), and it shall be lawful for the Government to deduct the said subscriptions from any money that may be payable to the Nursing Sister under these presents or otherwise.

9. In each calendar year the Nursing Sister will be entitled to one month's leave on full pay. This leave is not to be accumulated.

10. That in particular the duties of the Nursing Sister will include the Nursing of European and Indian patients.

11. That if at any time during the first three years of her engagement reckoned from the date on which she reported her arrival in Bangalore the Nursing Sister shall be dismissed on account of insubordination or other misconduct she shall be liable to the Secretary of State the cost of the railway ticket and shall further forfeit one month's pay.

12. That if at any time during the first three years of her engagement reckoned as above the Nursing Sister shall wish to quit the service and shall have satisfactorily performed her duties up to that time as to which the Residency Surgeon shall be the sole and final judge as hereinafter provided, she shall give three months' notice in writing to the Residency Surgeon in charge of the Bowring & Lady Curzon hospitals and shall on the termination of that period be entitled to quit the service; provided always that

(a) if the Nursing Sister quits the service during the first year of her engagement, reckoned as above, she shall refund to the Secretary of State the cost of the railway ticket to Bangalore;

(b) if the Nursing Sister shall quit the service during the second year of her engagement, reckoned as above, she shall refund to the Secretary of State two-thirds of the total sum repayable in sub-clause (a) above;

(c) if the Nursing Sister shall quit the service during the third year of her engagement, reckoned as above, she shall refund to the Secretary of State one third of the total sum repayable in sub-clause (a) above.

13. That at any time within the period of three years' service the Nursing Sister will be entitled to leave on medical certificate for a period not exceeding three months on half the pay she may be drawing

drawing at the time.

14. That if on the termination of the third year of her engage-ment, reckoned as above, the Nursing Sister shall have satisfactorily performed her duties, she shall be entitled to extend her service from year to year on the same terms and conditions, so far as they may be applicable, subject however to the right of the Nursing Sister to determine such service at any time by giving three months' notice in writing to the said Residency Surgeon and to the right of the Secretary of State to determine such extended service at any time after the expiration of five years from her first engagement, reckoned as aforesaid, by giving a similar notice to the Nursing Sister. Nothing in this clause shall interfere with the right of the Secretary of State to discharge the Nursing Sister at any time as laid down in clause 6. If the service is extended up to five years or more the Nursing Sister will be entitled to leave on medical certificate not exceeding six months on half pay, within each term of five years' service, viz. three months within the ~~xxxxxx~~ term of three years and three months with the extended term of two years. The Nursing Sister will however, be entitled to six months leave on half pay on medical certificate at any time within her 4th. and 5th. year of service if no leave on medical certificate was taken within the first three years.

15. That as soon after the completion of each term of five years' service as may prove feasible, due regard being had to the working of the said Bowring & Lady Curzon Hospitals, the Nursing Sister shall be granted six months' furlough on full pay she was drawing at the end of each fifth year of service provided she had not already enjoyed leave on medical certificate referred to in Article 14 above, otherwise the period of leave taken on half pay will be deducted from the six months reckoned in terms of leave on full pay so that the total leave on full pay does not exceed six months in each term of five years' service and first class railway fare back provided she signs an agreement before proceeding on leave to return for a further tour of duty for three years to be extended from year to year to five years as

last

last hereinbefore provided and subject to the refund of her railway fare if she leaves before completing three years' service. Previous service will count for purposes of fixing the pay of the Nursing Sister when she enters upon each new term of service.

16. That if on the termination of five years' service under these presents including the extended period of service as last hereinbe-fore provided the Nursing Sister shall have satisfactorily at all times performed her duties or if she shall be compelled at any time by ill-health not brought on by her own neglect or carelessness or misconduct (of which the certificate of the Standing Medical Board shall be conclusive) to quit such service or be discharged therefrom and up to that time shall have performed her duties to the satisfaction of the said Residency Surgeon she shall be provided by the Secretary of State with a first class railway ticket from Bangalore to any station in India to which she may desire to proceed.

17. That in the event of any difference or question arising between the parties as to the meaning and construction of these presents or as to the duties to be performed by the Nursing Sister or whether the Nursing Sister has satisfactorily performed her duties so as to entitled her to a renewal of this Agreement, or whether she has been guilty of inattention, neglect or misconduct or breach of any term of these presents warranting her discharge and entitling the Secretary of State to a refund of the railway ticket, such difference or question shall be referred to the said Residency Surgeon, whose decision shall be final and binding on the parties hereto.

18. The Secretary of State shall be liable for the stamp duty chargeable upon this instrument.

In witness whereof the parties hereto have hereunto set their hands at the places and on the dates hereinafter specified respectively.

Signed by the said

at this

day of

19 in the presence of

(1)
(2)

Draft approved 11.8.31.

Signed by

the Residency Surgeon, BANGALORE

at this day of 19 on behalf of the Secretary of State for India in Council

DRAFT.

No. 6574 Encl. 1 9th Sept. 1931.

From

Resident.

To

The Political Secretary to the
Government of India,
Foreign and Political Deptt.

Modification of the leave terms of Nursing Sisters of the Bowring and Lady Curzon Hospitals, Bangalore, who are recruited in India.

Sir,

With reference to Mr. Gupta's letter No.F.183-E/30, dated the 23rd April 1931, I have the honour to say that the terms mentioned in Articles 9, 13, 14 and 15 of the agreement form for the Mayo Hospital, Lahore, forwarded therewith, may be adopted in the case of the Nursing Staff recruited in India for the Bowring and Lady Curzons Hospitals, Bangalore.

2. A copy of the form of Agreement as revised accordingly is enclosed.

I have etc.,

Sd/- R.C. Bowlca.

RESIDENT.

No. 2470/129.

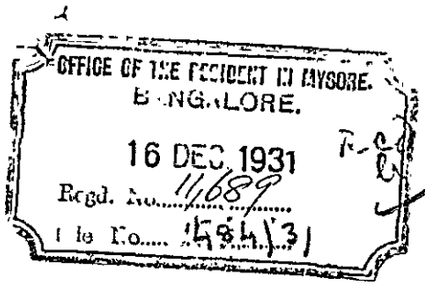
Residency Surgeon's Office
Bowring Civil Hospital
Bangalore 14th. Decr. 1931

From

Bt-Col. J.McPherson,M.A.,M.B.,F.R.C.S.E.,M.R.C.P.
I.M.S.

Returned by Mr T N.T
6-5-1932.

To



The Secretary

to the Resident in Mysore,

Bangalore.

Subject:- Form of Agreement of Sisters recruited in India.

Sir,

With reference to your letter No.6262/154-31, dated the 29th.August 1931,I have the honour to forward herewith a typed copy of Agreement amended as suggested by the Pay & Accounts Officer (now the Treasury Officer). The contents of the Agreement are the same as those of the Agreement for Sisters in Mayo Hospital,Lahore (a copy of which has already been sent to you with my letter No.1400/129 of 11th.August 1931) with slight alteration in paras 3 to 8, as suggested by the Pay & Accounts Officer. I therefore request you to kindly obtain sanction of the Government of India for the modification and also permission to bring the Sisters already in service, having been recruited in India, under this Agreement. In the meantime,I request sanction of the Hon'ble the Resident to obtain the signature of the Sisters recruited in India in typed copies of Agreement. These Sisters will also be asked to sign a letter that they agree to the conditions to have retrospective effect from the date of their first entertainment, though they sign it now.

I have the honour to be
Sir,
Your most obedient servant

Bt-Colonel.,I.M.S.,
Residency Surgeon, Bangalore.

ARTICLES OF AGREEMENT made the

day of 19

BETWEEN

(herein after called "the Nursing Sister") of the one part and the Secretary of State for India in Council(hereinafter called "the Secretary of State") of the other part.

Whereas the Secretary of State has agreed to engage the Nursing Sister to serve the Secretary of State as a Hospital Nurse in the Bowring and Lady Curzon Hospitals,Bangalore.

Now these presents witness and the parties hereto respectively agree as follows:-

1. That the Nursing Sister will, as soon as she may be directed on behalf of the Secretary of State, proceed to Bangalore for which purpose she will be given a first class Railway fare from her place of departure to Bangalore. No hotel or other expenses incurred in the course of the Journey will be allowed or granted.

2. That the Nursing Sister will on arrival at Bangalore report herself to the Residency Surgeon, Bangalore.

3. That the Nursing Sister will submit herself to the orders of the Residency Surgeon in charge of the said Bowring and Lady Curzon Hospitals and will remain in the said service of the Secretary of State as a Nursing Sister of the said Bowring and Lady Curzon Hospitals for the space of three years from the date of reporting herself for duty at Bowring and Lady Curzon Hospitals,Bangalore, as aforesaid.

4. That the Nursing Sister will employ herself efficiently and diligently in the said Bowring and Lady Curzon Hospitals under the orders and instructions of the Residency Surgeon as a Hospital Nursing Sister in which capacity she will discharge all duties appertaining to that office and do all things which may be required of her or which are necessary to be done in her capacity aforesaid.

5. That the Nursing Sister will not on any pretence absent herself from her duties without having first duly obtained the permission of the

Residency

Residency Surgeon in charge of the said hospitals, and that she will devote her whole time to the duties of the service and will not undertake or attend to any private cases outside the said hospital and will not, on her own account or otherwise, either directly or indirectly, carry on or be concerned in any trade, traffic, or business whatsoever.

6. That the Nursing Sister will conform to all the rules and regulations of the said Bowring and Lady Curzon Hospitals and will obey all such lawful orders and directions as she shall from time to time receive from the Residency Surgeon in charge of the said hospitals, and that in case she shall be guilty of any insubordination or other misconduct, or of any breach or nonperformance of any of the provisions of these presents it shall be lawful for the Secretary of State through the Residency Surgeon in charge of the said Bowring and Lady Curzon Hospitals to discharge her from said service; and that upon such discharge she will forthwith peaceably leave the said hospitals and service.

7. That if the Nursing Sister shall observe and comply with each and all of the provisions of these presents the Secretary of State will pay to her, for such time as she shall be actually in the service of the Secretary of State and shall perform her duties, a salary at the rate of rupees one hundred and sixty (Rs 160) per mensem, rising to rupees two hundred (Rs 200) per mensem by annual increments of rupees ten (Rs 10) per mensem; and in the event of promotion to the post of Nursing Superintendent to a salary of rupees two hundred and fifty (Rs 250) per mensem; rising to rupees three hundred and fifty (Rs 350) per mensem by annual increments of (Rs 10) rupees ten per mensem, and will also grant her a boarding allowance of (Rs 45) rupees fortyfive per mensem and a uniform and washing allowance of rupees fifteen (Rs 15) per mensem, and will also provide her with free furnished residential quarters and a staff of necessary servant

8. That the salary and allowances payable to the Nursing Sister shall be payable monthly in India commencing from the date of her reporting herself for duty at Bowring and Lady Curzon Hospitals, Bangalore, as aforesaid and ceasing on the day of her quitting the service or on the day of her discharge therefrom, or on the day of her death if she shall die whilst therein. She shall not be entitled to any pension, gratuity or bonus or to exchange compensation allowance, but will during her continuance in the service, pay such subscriptions to the general provident fund as shall be payable under the rules for the time being in force (by which rules she agrees to be bound) and it shall be lawful to Government to deduct the said

said subscriptions from any money that may be payable to the Nursing Sister under these presents or otherwise.

9. In each calendar year the Nursing Sister will be entitled to one month's leave on full pay. This leave is not to be accumulated.

10. That in particular the duties of the Nursing Sister will include the Nursing of European and Indian patients.

11. That if at any time during the first three years of her engagement reckoned from the date on which she reported her arrival in Bangalore the Nursing Sister shall be dismissed on account of insubordination or other misconduct she shall be liable to the Secretary of State the cost of the railway ticket and shall further forfeit one month's pay

12. That if at any time during the first three years of her engagement reckoned as above the Nursing Sister shall wish to quit the service and shall have satisfactorily performed her duties up to that time as to which the Residency Surgeon shall be the sole and final judge as hereinafter provided, she shall give three months' notice in writing to the Residency Surgeon in charge of the Bowring and Lady Curzon Hospitals and shall on the termination of that period be entitled to quit the service; provided always that:-

(a) if the Nursing Sister quits the service during the first year of her engagement, reckoned as above, she shall refund to the Secretary of State the cost of the railway ticket to Bangalore;

(b) if the Nursing Sister shall quit the service during the second year of her engagement,reckoned as above,she shall refund to the Secretary of State two-thirds of the total sum repayable in sub-clause (a) above;

(c) if the Nursing Sister shall quit the service during the third year of her engagement,reckoned as above,she shall refund to the Secretary of State one third of the total sum repayable in sub-clause (a) above.

13. That at any time within the period of three years' service the Nursing Sister will be entitled to leave on medical certificate for a period not exceeding three months on half the pay she may be

drawing

drawing at the time.

14. That if on the termination of the third year of her engagement, reckoned as above, the Nursing Sister shall have satisfactorily performed her duties, she shall be entitled to extend her service from year to year on the same terms and conditions, so far as they may be applicable, subject however to the right of the Nursing Sister to determine such service at any time by giving three months' notice in writing to the said Residency Surgeon and to the right of the Secretary of State to determine such extended service at any time after the expiration of five years from her first engagement, reckoned as aforesaid, by giving a similar notice to the Nursing Sister. Nothing in this clause shall interfere with the right of the Secretary of State to discharge the Nursing Sister at any time as laid down in clause 6. If the service is extended up to five years or more the Nursing Sister will be entitled to leave on medical certificate not exceeding six months on half pay, within each term of five years' service, viz. three months within the term of three years and three months with the extended term of two years. The Nursing Sister will however, be entitled to six months leave on half pay on medical certificate at any time within her fourth and fifth year of service if no leave on medical certificate was taken within the first three years

15. That as soon after the completion of each term of five years' service as may prove feasible, due reagrd being had to the working of the said Bowring and Lady Curzon Hospitals, Bangalore, the Nursing Sister shall be granted six months' furlough on full pay she was drawing at the end of each fifth year of service provided she had not already enjoyed leave on medical certificate referred to in Article 14 above, otherwise the period of leave taken on half pay will be deducted from the six months reckoned in terms of leave on full pay so that the total leave on full pay does not exceed six months in each term of five years' service and first class railway fare back provided she signs an agreement before proceeding on leave to return for a further tour of duty for three years to be extended from year to year to five years as last hereinbefore provided and subject to the refund of her railway fare if she leaves before completing three years' service. Previous service will count for purposes of fixing the pay of the Nursing Sister when she enters upon each new

term

term of service.

16. That if on the termination of five years' service under these presents including the extended period of service as last hereinbefore provided the Nursing Sister shall have satisfactorily at all times performed her duties or if she shall be compelled at any time by ill-health not brought on by her own neglect or carelessness or misconduct (of which the certificate of the Standing Medical Board shall be conclusive) to quit such service or be discharged therefrom and up to that time shall have performed her duties to the satisfaction of the said Residency Surgeon she shall be provided by the Secretary of State with a first class railway ticket from Bangalore to any station in India to which she may desire to proceed.

17. That in the event of any difference or question arising between the parties as to the meaning and construction of these presents or as to the duties to be performed by the Nursing Sister or whether the Nursing Sister has satisfactorily performed her duties so as to entitled her to a renewal of this Agreement, or whether she has been guilty of inattention, neglect or misconduct or breach of any term of these presents warranting her discharge and entitling the Secretary of State to a refund of the railway ticket, such difference or question shall be referred to the said Residency Surgeon, whose decision shall be final and binding on the parties hereto.

18. The Secretary of State shall be liable for the stamp duty chargeable upon this instrument.

In witness whereof the parties hereto have hereunto set their hands at the places and on the dates hereinafter sepcified respectively.

Signed by the said

at this

day of

19 in the presence of

(1)

(2)

Signed by

the Residency Surgeon, Bangalore at this day of 19.

On behalf of the Secretary of State for India in Council.

Memorandum.

No. 914

From Secretary

Bangalore, dated 5th July. 1932

To The Residency Surgeon

With reference to his letter no.2470/129 dated the 14th December 1931 the Residency Surgeon is informed that the draft form of agreement submitted therewith requires to be amended in the following respects:-

Para 7 of the draft. (1) The concessions referred to in the matter of quarters should be omitted and the words 'residential quarters' retained in the draft form as it stood in 1930.

(2) In the matter of free attendance the number and class of servants whose services can be had free should be specified.

(3) The special compensatory allowances provided in respect of boarding, uniform and washing should be reduced by 12½ percent with reference to the Pay and Accounts Officer's letter no. P. B. 1457 dated the 18th july 1931, forwarded to the Residency Surgeon with this office no.5800 dated the 11th august 1931.

In paras 7 & 8 of the draft for the word 'salary' the word 'pay' should be substituted as in the Fundamental Rules.

2. The form after it is revised as above will be submitt to the Goverment of India for approval and all future agreements will be required to conform thereto.

3. The Residency Surgeon should also submit another draft for the signature of the nursing sisters who are already in employ but who have not yet executed an agreement. This draft should retain the special compensatory allowances at the present scale and include an additional para agreeing to retrospective effect being given to the conditions from the date when they joined duty.

No. 2945/129.
Encs.2.

Residency Surgeon's Office
Bowring Civil Hospital
Bangalore 17th. Feby. 1932

From

Bt-Col. J.McPherson,M.A.,M.B.,F.R.C.S.E.,M.R.C.P.
I.M.S.,
Residency Surgeon.

To

The Secretary
to the Resident in Mysore,
Bangalore.

OFFICE OF THE RESIDENT IN MYSORE.
BANGALORE.
19 FEB. 1932
Regd. No. 1719
Pl. No. 484.31.

Subject:- Agreement of Nursing Sisters recruited in India.

Sir,

With reference to your No.914, dated the 5th. February 1932, I have the honour to forward herewith 2 draft copies of Agreement marked "A" and "B". The form "A" contains alterations in Paras 7 and 8 as suggested by you. The Form "B" contains an additional Para as suggested in Para 3 of your Memo under reference.

I have the honour to be
Sir,
Your most obedient servant

J McPherson

Bt-Colonel.,I.M.S.,
Residency Surgeon, Bangalore.

OFFICE OF THE RESIDENT IN MYSORE.
BANGALORE.
13 JUNE 1932
Regd. No. 5343
Pol. Fo. 484/31.

No.F.183-E/30.

From

The Under Secretary to the Government of India
in the Foreign and Political Department,

To

The Hon'ble the Resident in Mysore.

Dated Simla, the 7th June 1932.

Modifications in the form of agreement in force for the recruitment in India of Nursing staff for the Bowring and Lady Curzon Hospitals, Bangalore.

*****

Sir,

With reference to the correspondence ending with your letter No.6544/484-1931, dated the 9th September 1931, I am directed to say that the form of agreement received therewith has been further modified, in consultation with the Accountant General, Madras, so as to make the phraseology conform to that adopted in the Fundamental Rules and to make the intention of certain provisions of the agreement more explicit.

2. I am to forward a copy of the revised form of agreement, and to say that the Government of India approve of it for adoption in future, without prejudice to the rights of the existing Nursing staff, for appointment in India as Nursing Sisters of the Bowring and Lady Curzon Hospitals, Bangalore, subject to the following remarks:-

(i) As the Nursing Sisters in question are provided with furnished quarters free from rent (including possibly the lighting and water charges), a specific provision to this effect

effect should be made in paragraph 7 of the revised agreement form on the lines of clause 17 of the agreement form in force for the recruitment of the Nursing staff in the Madras Presidency, of which an extract is enclosed.

(ii) It is also necessary to add to the revised agreement form in a suitable place a clause on the lines of the proviso to rule 46(1) of the Civil Services (Classification, Control and Appeal) Rules, and this should be done.

page 367 of the Fortal Compilation of the Fundamental Rules etc (Part I)

I have the honour to be,

Sir,

Your most obedient servant,

Under Secretary to the Government of India.

(With ISC)

ARTICLES OF AGREEMENT made the

day of 19

BETWEEN

(hereinafter called "the Nursing Sister") of the one part and the Secretary of State for India in Council (hereinafter called "The Secretary of State") of the other part.

Whereas the Secretary of State has agreed to engage the Nursing Sister to serve the Secretary of State as a Hospital Nurse in the Bowring and Lady Curzon Hospitals, Bangalore.

Now these presents witness and the parties hereto respectively agree as follows:-

1. That the Nursing Sister will, as soon as she may be directed on behalf of the Secretary of State, proceed to Bangalore for which purpose she will be given a first class Railway fare from her place of departure to Bangalore. No hotel or other expenses incurred in the course of the journey will be allowed or granted.

2. That the Nursing Sister will on arrival at Bangalore report herself to the Residency Surgeon, Bangalore.

3. That the Nursing Sister will submit herself to the orders of the officers and authorities of the said Bowring and Lady Curzon Hospitals and will remain in the said service of the Secretary of State as a Nursing Sister of the said Bowring and Lady Curzon Hospitals for the space of three years from the date of her arrival at Bangalore as aforesaid.

4. That the Nursing Sister will employ herself efficiently and diligently in the said Bowring and Lady Curzon Hospitals under the orders and instructions of the officers and authorities ~~discharge xxx duties~~ aforesaid as a hospital Nursing Sister in which capacity she will discharge all duties appertaining to that office and do all things which may be required of her or which are necessary to be done in her capacity aforesaid.

5.

and fifty (Rs.350/-) per mensem by annual increments of Rs.10/- per mensem for the 5th year of service and will also grant her a boarding allowance of Rs.45/- per mensem and a uniform and washing allowance of Rs.15/- per mensem, and will also provide her with such furnished residential quarters and a staff of necessary servants as the said Residency Surgeon considers suitable.

8. That the pay and allowances payable to the Nursing Sister shall be payable monthly in India commencing from the date of her reporting her arrival at Bangalore as aforesaid and ceasing on the day of her quitting the service or on the day of her discharge therefrom, or on the day of her death if she shall die whilst therein. She shall not be entitled to any pension, gratuity or bonus or to exchange compensation allowance, but will during her continuance in the service, pay such subscriptions to the general provident fund as shall be payable under the rules for the time being in force (by which rules she agrees to be bound), and it shall be lawful for the Government to deduct the said subscriptions from any money that may be payable to the Nursing Sister under these presents or otherwise.

9. In each calendar year the Nursing Sister will be eligible for one months leave on average pay. This leave is not however to be accumulated and can only be taken at a time suitable to the working of the hospital.

10. That in particular the duties of the Nursing Sister will include the Nursing of European and Indian patients.

11. That if at any time during the first three years of her engagement reckoned from the date on which she reported her arrival in Bangalore the Nursing Sister shall be dismissed on account of insubordination or other misconduct she shall be liable to the Secretary of State the cost of the railway ticket and shall further forfeit one month's pay.

12. That if at any time during the first three years of her engagement reckoned as above the Nursing Sister shall wish to quit the service and shall have satisfactorily performed her duties up to that time as to which the Residency Surgeon shall be the sole and final judge as hereinafter provided, she shall give three months' notice in writing to the Residency Surgeon in charge of the Bowring and Lady Curzon hospitals and shall on the termination of that period be entitled to quit the service; Provided Always that

(a) if the Nursing Sister quits the service during the first year of her engagement, reckoned as above, she shall refund to the Secretary of State the cost of the railway ticket to Bangalore;

(b) if the Nursing Sister shall quit the service during the second year of her engagement, reckoned as above, she shall refund to the Secretary of State two-thirds of the total sum repayable in sub-clause (a) above;

(c) if the Nursing Sister shall quit the service during the third year of her engagement, reckoned as above, she shall refund to the Secretary of State one third of the total sum repayable in sub clause (a) above.

13. That at any time within the period of three years' service the Nursing Sister will be entitled to leave on medical certificate for a period not exceeding three months on half average pay.

14. That if on the termination of the third year of her engagement reckoned as above the Nursing Sister shall have satisfactorily performed her duties, she shall be entitled to extend her service from year to year on the same terms and conditions so far as they may be applicable subject however to the right of the Nursing Sister to determine such

service

service at any time by giving three months' notice in writing to the said Residency Surgeon and to the right of the Secretary of State to determine such extended service at any time after the expiration of five years from her first engagement reckoned, as aforesaid by giving a similar notice to the Nursing Sister, Provided always that nothing in this clause shall interfere with the right of the Secretary of State to discharge the Nursing Sister at any time as laid down in clause 6. If the service is extended up to five years or more the Nursing Sister will be entitled to leave on medical certificate not exceeding six months on half average pay within each term of five years' service, viz. three months within the term of three years as aforesaid and three months within the extended term of two years. The Nursing Sister will however be entitled to six months leave on half average pay on medical certificate at any time within her 4th and 5th year of service if no leave on medical certificate was taken within the first three years.

15. That as soon after the completion of each term of five years' service as may prove feasible due regard being had to the working of the said Rowring and Lady Curzon Hospitals, the Nursing Sister shall be eligible for six months Leave on average pay provided she had not already enjoyed leave on medical certificate referred to in Article 14 above otherwise the period of leave taken on half average pay will be deducted from the six months reckoned in terms of leave on full average pay so that the total leave on full average pay does not exceed six months in each term of five years' service in addition to the leave ~~remark~~ referred to in Clause 9. The Nursing Sister shall also be entitled a first class railway fare coming back to duty from such leave Provided Always that she shall not be granted such leave nor such fare unless she signs an agreement before proceeding

on

on leave to return for a further tour of duty for three years extendable from year to year to five years as last hereinbefore provided and subject to the refund of her railway fare if she leaves before completing three years' service. Previous service will count for purposes of fixing the pay of the Nursing Sister when she enters upon each new term of service.

16. That if on the termination of five years' service under these presents including the extended period of service as last hereinbefore provided the Nursing Sister shall have satisfactorily at all times performed her duties or if she shall be compelled at any time by ill-health not brought on by her own neglect or carelessness or misconduct (of which the certificate of the Standing Medical Board shall be conclusive) to quit such service or be discharged therefrom and up to that time shall have performed her duties to the satisfaction of the said Residency Surgeon she shall be provided by the Secretary of State with a first class railway ticket from Bangalore to any station in India to which she may desire to proceed.

17. That in the event of any difference or question arising between the parties as to the meaning and construction of these presents or as to the duties to be performed by the Nursing Sister or whether the Nursing Sister has satisfactorily performed her duties so as to entitle her to a renewal of this Agreement, or whether she has been guilty of inattention, neglect or misconduct or breach of any term of these presents warranting her discharge and entitling the Secretary of State to a refund of the railway ticket, such difference or question shall be referred to the said Residency Surgeon, Mysore, whose decision shall be final and binding on the parties hereto.

18. The Secretary of State shall be liable for the stamp duty chargeable upon this instrument.

19. The expression "pay", "Leave on average pay" and "Leave on half average pay" ~~and~~ in this Agreement shall have the same meaning as when used in the Fundamental Rules as far as possible.

In witness whereof the parties hereto have hereunto set their hands at the places and on the dates hereinafter specified respectively.

Signed by the said

at this

day of

19. In the presence of

(1)

(2)

Signed by

the Residency Surgeon, Bangalore

at this day of 19 , on behalf of the Secretary of State for India in Council.

Extract.

Enclosure.

Clause 17 of the form of Agreement for Nursing Sisters in the Madras Presidency.

....

"17. That in addition to her pay she will be entitled to a ration allowance at the rate of Rupees forty per mensem, to a dhobi allowance at the rate of Rupees Three per mensem, and to a uniform allowance at the rate of Rs. one hundred per annum, provided that such lastly mentioned allowance shall not be payable until the completion of a whole year's service, in the reckoning of which any temporary absence from duty by reason of sickness or on leave or otherwise shall be excluded, and provided further that she will forthwith refund the amount of the said uniform allowance if received less than six calendar months before the date of her resignation. The Government will also find her quarters (in which it shall be incumbent on her to reside during the time she shall remain in the service). The said quarters shall be furnished in accordance with the scale prescribed by the Government and shall be free from rent (including rent on account of electric lights and fans when provided), but not free from such local municipal or other rates and taxes as by local rule or custom are payable by the occupier of the quarters, nor free from the cost of the electric energy consumed in the said quarters. She will not be entitled to any allowance except as herein mentioned".

9

DEPARTMENT.

BRANCH.

File No: 489 (3)

Serial No:

Draft Letter / Memorandum / Telegram 4070

Class for telegrams: Ordinary / Express / Urgent* / Priority / Clear Line†

*Only for Foreign Telegrams.

†Not for Foreign Telegrams.

No. 4490 Dated 24th June 1932

To be issued on

Issued on

1st Reminder

2nd Reminder

3rd Reminder

Heading:

Case or Diary No.

If post copy of telegram required

Date of despatch of above

List of enclosures

(Code word for telegrams.)

S.N.3.

S.N.8

To

The Residency Surgeon,

Bangalore.

Subject:- Modifications in the form of agreement in force for the recruitment in India of Nursing Staff for the ------ Bowring and Lady Curzon Hospitals, ----- Bangalore.

Sir,

With reference to your letter No. 1400/129, dated the 11th August, --- 1931, I am directed to forward a copy of a letter No. F. 183-E/30, dated the 7th June, 1932, with enclosures, from the Government of India in the Foreign and Political Department, enclosing a copy of the revised form of agreement approved by them for adoption in future and to request that the draft additions to be made to the revised form of ----- agreement with reference to paras 2(i) and (ii) of the enclosed letter may kindly be forwarded for the approval of the Hon'ble the Resident.

2. The draft agreements received with your letter No. 2945/129, dated the

S.N.7

S.5.

MGIPC—81—325 (CPS) DCF—(G-1432)—24-4-31—50,000 Pads.

Encl 60

S.N. 7 ante

the 17th February, 1932, are returned with the request that the agreement marked "B" may be amended according to the revised form and returned to this office.

I have etc.,

Secretary to the Resident.

T.N. Thangavelu
Mudaliar.
17-6-1932.
19.

Rubber 26

No. 1580/129
Encs. 2

Residency Surgeon's Office
Bowring Civil Hospital
Bangalore 21st. Octr. 1932

From

Bt-Col. J.McPherson, M.A., M.B., F.R.C.S.E., M.R.C.P.
I.M.S.,
Residency Surgeon.

To

OFFICE OF THE RECIDENT IN MYSORE.
BANGALORE.
22 OCT 1932
Regd. No. 9522
File. No.

The Secretary

to the Resident in Mysore,

B a n g a l o r e.

SUBJECT:- Modifications in the form of agreement in force for the recruitment in India of Nursing Staff for the Bowring & Lady Curzon Hospitals, Bangalore.

S i r,

With reference to your letter No.4070/484-1931, dated the 21st. June 1932, I have the honour to forward herewith two copies of the Revised Form of Agreement of the Nursing Sisters for recruitment in India as suggested by the Government of India, Foreign & Political Department.

I have the honour to be
Sir,
Your most obedient servant,

Bt-Colonel., I.M.S.,
Residency Surgeon, Bangalore.

No.8087 Enl.2 Draft. 30th Nov. 1932

From

The Secretary to the Resident.

To

The Residency Surgeon,
Bangalore.

Modifications in the form of agreement in force for the recruitment in India of Nursing Staff for the Bowring & Lady Curzon Hospitals, Bangalore.

Sir,

With reference to your letter No.1580/129, dated the 21st October 1932, I am directed to return, duly approved by the Hon'ble the Resident two copies of the Revised Form of Agreement for the recruitment in India of Nursing staff for the Bowring and Lady Curzon Hospitals, Bangalore.

I have, etc.,

Secretary to the Resident.

T. N. Thangavelu
Asstt.
14-11-1932.

ARTICLES OF AGREEMENT made the

day of

BETWEEN

(hereinafter called "the Nursing Sister") of the one part and the Secretary of State for India in Council (hereinafter called "the Secretary of State") of the other part.

Whereas the Secretary of State has agreed to engage the Nursing Sister to serve the Secretary of State as a Hospital Nurse in the Bowring and Lady Curzon Hospitals, Bangalore.

Now these presents witness and the parties hereto respectively agree as follows:-

1. That the Nursing Sister will, as soon as she may be directed on behalf of the Secretary of State, proceed to Bangalore for which purpose she will be given a first class Railway fare from her place of departure to Bangalore. No hotel or other expenses incurred in the course of the journey will be allowed or granted.

2. That the Nursing Sister will on arrival at Bangalore report herself to the Residency Surgeon, Bangalore.

3. That the Nursing Sister will submit herself to the orders of the officers and authorities of the said Bowring and Lady Curzon Hospitals and will remain in the said service of the Secretary of State as a Nursing Sister of the said Bowring and Lady Curzon Hospitals for the space of three years from the date of her arrival at Bangalore as aforesaid.

4. That the Nursing Sister will employ herself efficiently and diligently in the said Bowring and Lady Curzon Hospitals under the orders and instructions of the officers and authorities aforesaid as a hospital Nursing Sister in which capacity she will discharge all duties appertaining to that office and do all things which may be required of her or which are necessary to be done in her capacity aforesaid.

5. That the Nursing Sister will not on any pretence absent herself from her duties without having first duly obtained the permission of an officer of the said hospital, and that she will devote her whole time to the duties of the service and will not undertake or attend to any private cases outside the said hospital and will not, on her own account or otherwise, either directly or indirectly carry on or be concerned in

any

any trade, traffic, or business whatsoever.

6. That the Nursing Sister will conform to all the rules and regulations of the said Bowring and Lady Curzon Hospitals and will obey all such lawful orders and directions as she shall from time to time receive from the officers and authorities of the said hospitals, and that in case she shall be guilty of any insubordination or other misconduct, or of any breach or nonperformance of any of the provisions of these presents it shall be lawful for the Secretary of State through the Residency Surgeon in charge of the said Bowring and Lady Curzon Hospitals to discharge her from said service; and that upon such discharge she will forthwith peaceably leave the said hospital and service.

7. That if the Nursing Sister shall observe and comply with each and all of the provisions of these presents the Secretary of State will pay to her for such time as she shall be actually in the service of the Secretary of State and shall perform her duties, pay at the rate of rupees one hundred and sixty (Rs.160/-) per mensem, rising to rupees two hundred (Rs.200/-) per mensem by annual increments of rupees ten (Rs.10/-) per mensem for the 5th year of service and in the event of promotion to the post of Nursing Superintendent pay as from the date of such promotion of rupees two hundred and fifty (Rs.250/-) per mensem, rising to rupees three hundred and fifty (Rs.350/-) per mensem by annual increments of Rs.10/- per mensem for the 5th year of service and will also grant her a boarding allowance of Rs.45/- per mensem and a uniform and washing allowance of Rs.15/- per mensem, and will also provide her with quarters (in which it shall be incumbent on her to reside during the time she shall remain in the service). The said quarters shall be furnished in accordance with the scale prescribed by the Government and shall be free from rent (including rent on account of furniture, electric lights and fans when provided), and also free from the cost of electric energy consumed in the said quarters: she is also entitled to such staff of necessary servants as the said Residency Surgeon considers suitable. She will not be entitled to any allowance except as herein mentioned.

8. That the pay and allowances payable to the Nursing Sister

shall

shall be payable monthly in India commencing from the date of her reporting her arrival at Bangalore as aforesaid and ceasing on the day of her quitting the service or on the day of her discharge therefrom, or on the day of her death, if she shall die whilst therein. She shall not be entitled to any pension, gratuity or bonus or to exchange compensation allowance, but will during her continuance in the service, pay such subscriptions to the general provident fund as shall be payable under the rules for the time being in force (by which rules she agrees to be bound) and it shall be lawful for the Government to deduct the said subscriptions from any money that may be payable to the Nursing Sister under these presents or otherwise.

9. In each calendar year the Nursing Sister will be eligible for one month's leave on average pay. This leave is not however to be accumulated and can only be taken at a time suitable to the working of the hospital.

10. That in particular the duties of the Nursing Sister will include the Nursing of European and Indian patients.

11. That if at any time during the first three years of her engagement reckoned from the date on which she reported her arrival in Bangalore the Nursing Sister shall be dismissed on account of insubordination or other misconduct she shall be liable to the Secretary of State the cost of the railway ticket and shall further forfeit one month's pay.

12. That if at any time during the first three years of her engagement reckoned as above the Nursing Sister shall wish to quit the service and shall have satisfactorily performed her duties up to that time as to which the Residency Surgeon shall be the sole and final judge as hereinafter provided, she shall give three months' notice in writing to the Residency Surgeon in charge of the Bowring and Lady Curzon Hospitals and shall on the termination of that period be entitled to quit the service; Provided always that

(a) if the Nursing Sister quits the service during the first year of her engagement, reckoned as above, she shall refund to the Secretary of State the cost of the railway ticket to Bangalore;

(b) if the Nursing Sister shall quit the service during the second year of her engagement, reckoned as above, she shall refund to the Secretary of State two-thirds of the total sum repayable in sub-clause (a) above;

(c) if the Nursing Sister shall quit the service during the third year

year of her engagement, reckoned as above, she shall refund to the Secretary of State one third of the total sum repayable in sub-clause (a) above.

13. That at any time within the period of three years' service the Nursing Sister will be entitled to leave on medical certificate for a period not exceeding three months on half average pay.

14. That if on termination of the third year of her engagement reckoned as above the Nursing Sister shall have satisfactorily performed her duties, she shall be entitled to extend her service from year to year on the same terms and conditions so far as they may be applicable subject however to the right of the Nursing Sister to determine such service at any time by giving three months' notice in writing to the said Residency Surgeon and to the right of the Secretary of State to determine such extended service at any time after the expiration of five years from her first engagement reckoned, as aforesaid by giving a similar notice to the Nursing Sister, provided always that nothing in this clause shall interfere with the right of the Secretary of State to discharge the Nursing Sister at any time as laid down in clause 6. If the service is extended up to five years or more the Nursing Sister will be entitled to leave on medical certificate not exceeding six months on half average pay within each term of five years' service, viz. three months within the term of three years as aforesaid and three months within the extended term of two years. The Nursing Sister will however be entitled to six months leave on half average pay on medical certificate at any time within her fourth and fifth year of service if no leave on medical certificate was taken within the first three years.

15. That as soon after the completion of each term of five years' service as may prove feasible due regard being had to the working of the said Bowring and Lady Curzon Hospitals, the Nursing Sister shall be eligible for six months leave on average pay provided she had not already enjoyed leave on medical certificate referred to in Article 14 above otherwise the period of leave taken on half average pay will be deducted from the six months reckoned in terms of leave on full average pay so that the total leave on full average pay does not exceed six months in each term of five years' service in addition to the leave referred to in clause 9. The Nursing Sister shall also be entitled to a first class railway fare

coming

coming back to duty from such leave provided always that she shall not be granted such leave nor such fare unless she signs an agreement before proceeding on leave to return for a further tour of duty for three years extendable from year to year to five years as last hereinbefore provided and subject to the refund of her railway fare if she leaves before completing three years' service. Previous service will count for purposes of fixing the pay of the Nursing Sister when she enters upon each new term of service.

16. That if on the termination of five years' service under these presents including the extended period of service as last hereinbefore provided the Nursing Sister shall have satisfactorily at all times performed her duties or if she shall be compelled at any time by ill-health not brought on by her own neglect or carelessness or misconduct (of which the certificate of the Standing Medical Board shall be conclusive) to quit such service or be discharged ~~xhxxx~~ therefrom and up to that time shall have performed her duties to the satisfaction of the said Residency Surgeon she shall be provided by the Secretary of State with a first class railway ticket from Bangalore to any station in India to which she may desire to proceed.

17. That in the event of any difference or question arising between the parties as to the meaning and construction of these presents or as to the duties to be performed by the Nursing Sister or whether the Nursing Sister has satisfactorily performed her duties so as to entitle her to a renewal of this Agreement, or whether she has been guilty of inattention, neglect or misconduct or breach of any term of these presents warranting her discharge and entitling the Secretary of State to a refund of the railway ticket, such difference or question shall be referred to the said Residency Surgeon, Mysore, whose decision shall be final and binding on the parties ~~xhxx~~ hereto.

18. The Nursing Sister shall conform to the provisions of the Civil Services (Classification Control and Appeal) Rules or of rules made thereunder in respect of any matter in respect of which no provision has been made in this Agreement.

19. The Secretary of State shall be liable for the stamp duty chargeable upon this instrument.

20. The expression "pay", "Leave on average pay" and "Leave on hal-

any trade, traffic, or business whatsoever.

6. That the Nursing Sister will conform to all the rules and regulations of the said Bowring and Lady Curzon Hospitals and will obey all such lawful orders and directions as she shall from time to time receive from the officers and authorities of the said hospitals, and that in case she shall be guilty of any insubordination or other misconduct, or of any breach or nonperformance of any of the provisions of these presents it shall be lawful for the Secretary of State through the Residency Surgeon in charge of the said Bowring and Lady Curzon Hospitals to discharge her from said service; and that upon such discharge she will forthwith peaceably leave the said hospital and service.

7. That if the Nursing Sister shall observe and comply with each and all of the provisions of these presents the Secretary of State will pay to her for such time as she shall be actually in the service of the Secretary of State and shall perform her duties, pay at the rate of rupees one hundred and sixty (Rs.160/-) per mensem, rising to rupees two hundred (Rs.200/-) per mensem by annual increments of rupees ten (Rs.10/-) per mensem for the 5th year of service and in the event of promotion to the post of Nursing Superintendent pay as from the date of such promotion of rupees two hundred and fifty (Rs.250/-) per mensem, rising to rupees three hundred and fifty (Rs.350/-) per mensem by annual increments of Rs.10/- per mensem for the 5th year of service and will also grant her a boarding allowance of Rs.45/- per mensem and a uniform and washing allowance of Rs.15/- per mensem, and will also provide her with quarters (in which it shall be incumbent on her to reside during the time she shall remain in the service). The said quarters shall be furnished in accordance with the scale prescribed by the Government and shall be free from rent (including rent on account of furniture, electric lights and fans when provided), and also free from the cost of electric energy consumed in the said quarters: she is also entitled to such staff of necessary servants as the said Residency Surgeon considers suitable. She will not be entitled to any allowance except as herein mentioned.

8. That the pay and allowances payable to the Nursing Sister

shall

year of her engagement, reckoned as above, she shall refund to the Secretary of State one third of the total sum repayable in sub-clause (a) above.

13. That at any time within the period of three years' service the Nursing Sister will be entitled to leave on medical certificate for a period not exceeding three months on half average pay.

14. That if on termination of the third year of her engagement reckoned as above the Nursing Sister shall have satisfactorily performed her duties, she shall be entitled to extend her service from year to year on the same terms and conditions so far as they may be applicable subject however to the right of the Nursing Sister to determine such service at any time by giving three months' notice in writing to the said Residency Surgeon and to the right of the Secretary of State to determine such extended service at any time after the expiration of five years from her first engagement reckoned, as aforesaid by giving a similar notice to the Nursing Sister, provided always that nothing in this clause shall interfere with the right of the Secretary of State to discharge the Nursing Sister at any time as laid down in clause 6. If the service is extended up to five years or more the Nursing Sister will be entitled to leave on medical certificate not exceeding six months on half average pay within each term of five years' service, viz. three months within the term of three years as aforesaid and three months within the extended term of two years. The Nursing Sister will however be entitled to six months leave on half average pay on medical certificate at any time within her fourth and fifth year of service if no leave on medical certificate was taken within the first three years.

15. That as soon after the completion of each term of five years' service as may prove feasible due regard being had to the working of the said Bowring and Lady Curzon Hospitals, the Nursing Sister shall be eligible for six months leave on average pay provided she had not already enjoyed leave on medical certificate referred to in Article 14 above otherwise the period of leave taken on half average pay will be deducted from the six months reckoned in terms of leave on full average pay so that the total leave on full average pay does not exceed six months in each term of five years' service in addition to the leave referred to in clause 9. The Nursing Sister shall also be entitled to a first class railway fare

coming

coming back to duty from such leave provided always that she shall not be granted such leave nor such fare unless she signs an agreement before proceeding on leave to return for a further tour of duty for three years extendable from year to year to five years as last hereinbefore provided and subject to the refund of her railway fare if she leaves before completing three years' service. Previous service will count for purposes of fixing the pay of the Nursing Sister when she enters upon each new term of service.

16. That if on the termination of five years' service under these presents including the extended period of service as last hereinbefore provided the Nursing Sister shall have satisfactorily at all times performed her duties or if she shall be compelled at any time by ill-health not brought on by her own neglect or carelessness or misconduct (of which the certificate of the Standing Medical Board shall be conclusive) to quit such service or be discharged ~~khxx~~ therefrom and up to that time shall have performed her duties to the satisfaction of the said Residency Surgeon she shall be provided by the Secretary of State with a first class railway ticket from Bangalore to any station in India to which she may desire to proceed.

17. That in the event of any difference or question arising between the parties as to the meaning and construction of these presents or as to the duties to be performed by the Nursing Sister or whether the Nursing Sister has satisfactorily performed her duties so as to entitle her to a renewal of this Agreement, or whether she has been guilty of inattention, neglect or misconduct or breach of any term of these presents warranting her discharge and entitling the Secretary of State to a refund of the railway ticket, such difference or question shall be referred to the said Residency Surgeon, Mysore, whose decision shall be final and binding on the parties ~~khxx~~ hereto.

18. The Nursing Sister shall conform to the provisions of the Civil Services (Classification Control and Appeal) Rules or of rules made thereunder in respect of any matter in respect of which no provision has been made in this Agreement.

19. The Secretary of State shall be liable for the stamp duty chargeable upon this instrument.

20. The expression "pay", "Leave on average-pay" and "Leave on

half

half average pay" in this Agreement shall have the same meaning as when used in the Fundamental Rules as far as possible.

21. The Nursing Sister, though signing the agreement this day agrees to retrospective effect being given to the conditions of the aforesaid agreement from the date of her first entertainment as a Nursing Sister in the Bowring and Lady Curzon Hospitals, Bangalore.

In witness whereof the parties hereto have hereunto set their hands at the places and on the dates hereinafter specified respectively

Signed by the said

at this day of

19 in the presence of

(1)

(2)

Signed by , Residency Surgeon, Bangalore, at this day of 19 on behalf of the Secretary of State for India in Council.

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O/C

29.11.32

112

No. 1959/129.

Residency Surgeon's Office
Bowring Civil Hospital
Bangalore 5th. Decr. 1932.

From

Bt-Col. J.McPherson, M.A., M.B., F.R.C.S.E., M.R.C.P., I.M.S.,
Residency Surgeon.

OFFICE OF THE RESIDENT IN MYSORE.
BANGALORE.
-6 DEC 1932
Regd. No. 10943
File. No. 484/31.

To

The Secretary
to the Resident in Mysore,
Bangalore.

SUBJECT:-
Agreement in force for the recruitment in India of Nursing Staff for the Bowring & Lady Curzon Civil Hospitals, Bangalore.

S i r,

I have the honour to request that you will kindly cause 25 copies of Agreement for the ~~xxx~~ recruitment in India of Nursing Staff (copy enclosed) to be printed in the Residency Press and supplied to me at an early date.

* Return requested.

I have the honour to be
Sir,
Your most obedient servant

J McPherson

Bt-Colonel., I.M.S.
Residency Surgeon, Bangalore

GOVERNMENT OF INDIA.

REQUISITION FOR WORK.

13

(See rules 7 to 21 of the Rules for Printing and Binding, 1925 edition.)

To

~~The Deputy Controller of Printing, Central Printing Office,~~ SIMLA. / ~~DELHI.~~

The Officer-in-Charge, RESIDENCY Press,
Bangalore.

No. 8497.

Dated the 16th Dec 1932

Reference to previous requisition, if any :—No. Date

1. Description of work Agreement for the recruitment in India of Nursing Staff for the Bowring & Lady Curzon Civil Hospitals, Bangalore.
2. Authority for printing (quote No. and date of communication from (*a*) the Controller of Printing, Stationery and Stamps, or (*b*) the Government of India, Central Printing Office.
3. In the case of paying departments quote the budget head of account to which cost is debitable.
4. Size in which to be printed. Foolscap folio.
5. Style of binding, if any.
6. Date on which two proofs are required.
7. Number of fair copies required. 30
8. Date on which fair copies are required. As soon as possible.
9. Special instructions for Press.
10. After fair copies have been supplied type to be ~~(a) kept standing (b)~~ distributed.

Signature in full 6/c (with pencil) R 15/xii

Designation for Secretary to the Resident.

Address

T. N. Thangavelu Mudaliar
14-12-1932.

Space for entries to be made by the—

CENTRAL PRINTING OFFICE.	PRESS.

S. 99.

DCFP—1088&P—(G-154)— 5-6-29—1,500 Pads.

No./350/129

A 1577

From

Residency Surgeon's Office
Bowring Civil Hospital
Bangalore 14th.Septr. 1933

Bt-Col. J.McPherson,M.A.,M.B.,F.R.C.S.E.,M.R.C.P.,
K.H.S.,C.I.E.,I.M.S.,
Residency Surgeon.

J.N.?
OFFICE OF THE RESIDENT IN MYSORE
BANGALORE.
15 SEPT. 1933
Regd. No. 8047.
File No. 47-21/2

The Secretary to the Hon'ble the Resident
in Mysore, Bangalore.

SUBJECT:- Recruitment of the Nursing Staff of the Bowring & Lady Curzon Hospitals and appointment of Nursing Sister Miss D.M.Borland.

Sir,

I have the honour to inform you that Miss Borland, Nursing Sister in the Bowring & Lady Curzon Hospitals will have finished her first period of five years contract service with these hospitals on 2nd.January 1934, when she becomes entitled to six months leave.

2 The Sister was actually engaged in India and not from Britain through the India Office. She cannot,therefore, claim to be given a free passage to Britain. On the other hand she desires that her case be represented to the Hon'ble the Resident in the hope that he may possibly see reason to afford her this advantage.

3 In favour of such a grant of a free passage Home,I should like to represent as follows:-

I) Miss Borland,though engaged in India, is a fully trained Nurse,trained in a London Hospital and she has in addition a C.M.B.,which is a qualification in Midwifery,of great value in this and other hospitals.

2) She formerly belonged to the Minto Nursing Service and while in that service she went to Kabul and officiated at the confinement of the wife of the late Amir, Amanul-lah Khan, and for some time managed the nursery there; then she

she made the personal acquaintance of Sir F.H. Humphrys, G.C.V.O.,K.C.M.G.,K.B.E.,C.I.E.,

3) She nursed the wife of Sir Ralph Griffith through a very severe illness, when Sir Ralph was Assistant Commissioner ,Peshawar and she is a personal friend of both.

4) She officiated as Private Secretary to the Agents,Western India States for sometime, On account of (2), (3) and (4) she deserves well ~~recognition~~ of the Political Department of the Government of India.

5) When engaged by us, she was on the point of returning to Europe, but remained at our request, and for our convenience. She could have gone Home, and applied to the Secretary of State for India to be recruited to our Hospital and in that case,she would naturally have come under the conditions of Sisters recruited in Britain, and have got her free passage Home.

4 I trust that the foregoing details will be given due consideration.

I have the honour to be

Sir,

Your most obedient servant,

J Cuthbertson

Bt-Colonel.,I.M.S.,

Residency Surgeon, Bangalore

115

No. 1282
484-1931.

From

The Hon'ble Lieut.-Colonel C.T.C. Plowden, C.I.E.,

RESIDENT IN MYSORE.

To

The Political Secretary to the Government of India,

Foreign and Political Department.

Bangalore, the 14th February 1934.

Subject:- Grant of free passage to the United Kingdom to Miss D.M. Borland, Nursing Sister, Bowring and Lady Curzon Hospitals, Bangalore.

Sir,

I have the honour to submit, for the favourable consideration of the Government of India, a proposal received from the Residency Surgeon, Bangalore, that Miss D.M. Borland, a Nursing Sister attached S.N.14 to the Bowring and Lady Curzon Hospitals, Civil and Military Station, Bangalore, who was recruited in India, should, for the reasons given in the succeeding paragraphs, be granted a free passage to the United Kingdom on the termination of her five years' service.

2. Miss Borland was recruited in India; and under clause 16 S.N. 11/A (B) 484-31 of the agreement in force for the recruitment in India of the Nursing Staff for the Bowring and Lady Curzon Hospitals approved by the Government of India in the Foreign and Political Department's letter S.N. 8 (K) 484-31 No. F. 183-E/30, dated the 7th June 1932, she is eligible, on the completion of a term of five years' service, only to a first class Railway ticket from Bangalore to any Station in India to which she may desire to proceed. On the other hand, had Miss Borland been recruited in England, she would have been eligible for the following concessions :-

S.N. 46/B 292-28 (S.N. 1-1, 1-4)

(1) First class passage from the United Kingdom to India.

(2) Double first class railway fare from the port of debarkation to Bangalore.

(3) £.30/- for her outfit and incidental expenses.

(4) On the termination of five years' service a first class passage from India to the United Kingdom and a double first class railway fare from Bangalore to the port of embarkation.

It

Statement showing the scale of pay and allowances of Nursing Sisters recruited in En

Station	Passage allowance	Scale of pay	Allowances
Delhi	2nd. Class passage' plus Rs 60/- for incidental expenses.	Rs 200-10-250	Rs 50/-p.m. Ration Allowance Rs 5/- p.m. Washing Allowance Rs 100/- p.A. for Uniform. Rs 50/- P.A. Holiday Allowance
Lahore	1st. Class passage ~~Allowance~~	Rs 200-10-250 for Sisters Rs 300-10-400 for Superintendent.	Rs 52½.p.m. Ration Allowance Rs 15/- p.m. Washing Allowance --do--
Calcutta	£ 40 plus £ 5 for T.A. on 1st.Appointment Rs 600 plus Rs 75 when returning Home. After 4th. Term Rs 900 plus Rs 150 when returning to India after another term of service.	Sisters 1st. three years..Rs 200 2nd. " Rs 250 3rd. " Rs 250 4th. " Rs 300 Superintendent 1st.three years Rs 350 2nd. " Rs 400 3rd. " Rs 400 afterwards Rs 450	Rs 60.P.A. for Uniform " Further gratuities of Rs 5(Rs 1500 and 2000 are given to Sisters and Superintend according to the terms of their services.
Bangalore	1st. Class passage	Rs 160-10-200 for sisters Rs 250-10-350 for Supdts.	Rs 45/- p.m. Ration Allowan Rs 15/-p.m. Washing Allowan
Rangoon.		Rs 450-15-600 for Nrsg. Eur.Supdtn Rs 350-15-425 " Eur. Leader Assistant. Rs 200-25-325 " Eur.Sister	Rs100/-p.m. Messing Allowan Rs 10/-p.m. Uniform Allowan Rs 75/-p.m. Messing Allowan Rs 10/-p.m. Uniform Allowan -do- -do-

16

No. 1616/2

Residency Surgeon's Office
Bowring Civil Hospital
Bangalore 20th. Octr. 1933

From

Lt-Col.J.B.Hance,M.A.,M.D.,F.R.C.S.E.,I.M.S.,
Residency Surgeon.

To

OFFICE OF THE RESIDENT IN MYSORE.
BANGALORE.
23 OCT 1933
Regd. No. 9099.
File. No. 96/1933.

The Secretary
to the Resident in Mysore,
Bangalore.

SUBJECT:-

Provisional confirmation of the Establishment of the Civil Hospitals in the Civil & Military Station of Bangalore.

Sir,

I have the honour to inform you that Dr.Miss D.V. Krishna Rao one of the three Lady Assistant Surgeons attached to the Lady Curzon Hospital resigned her post from 14th.November 1932 and in her place I have provisionally confirmed Dr. Miss D.Cartner,M.B.B.S., of the Madras University. This Lady Assistant Surgeon is on the Establishment of this Hospital from 1st.November 1931,having been acting for Dr.Miss A.DeSantos,who has gone on long leave from 1st.November 1931.

I therefore request you to kindly obtain sanction of the Hon'ble the Resident in Mysore to confirm Dr.Miss D. Cartner provisionally in place of Dr.Miss D.V.Krishna Rao, resigned,with effect from 14th.November 1932-Vide Proceedings of the Hon'ble the Resident in Mysore No.5056,dated the 16th. July 1931. Extract from Audit Objection Statement is herewith attached.

I have the honour to be
Sir,
Your most obedient servant

Lieut-Colonel.,I.M.S.,
Residency Surgeon, Bangalore.

16

Extract from Objection Statement No.ABV-Bang-1-497, dated the 9th.October 1933,from the Accountant General, Madras,to the Residency Surgeon,Bangalore.

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x x x x

4. The confirmation of the marginally noted individuals, provisional or substantive- ordered after 15-7-1931 requires the sanction of the Hon'ble the Resident in Mysore with reference to his Proceedings No.5056,dated 16-7-1931.Please state whether the sanction has been obtained;if not, it may now be obtained.

Miss D.Cartner
Miss E.Rowe
D.R.Bhavani Shunker

x x x x

True extract.

Lieut-Colonel.I.M.S.

Residency Surgeon, Bangalore.

17

No. 1708/58

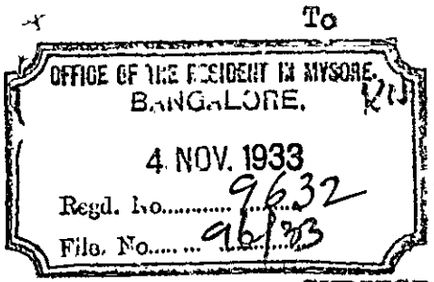
Residency Surgeon's Office
Bowring Civil Hospital
Bangalore 2nd. Novr. 1933.

From

The Residency Surgeon,

Bowring Civil Hospital.

To



The Secretary

to the Resident in Mysore,

B a n g a l o r e.

SUBJECT:- Provisional confirmation of the Nursing Staff of the Bowring & Lady Curzon Hospitals, Bangalore.

S i r,

I have the honour to request that you will kindly obtain sanction of the Hon'ble the Resident in Mysore to confirm provisionally the marginally noted Charge Nurses with effect from the dates noted against each.

1. Charge Nurse	Miss E.Caston. from 15-9-1933.
2. Charge Nurse	Miss J.Powell, from 16-1-1933.
3. Charge Nurse	Miss D.king, from 1-4-1933.
4. Charge Nurse	Miss E.Hamilton from 1-4-1933.
5. Charge Nurse	Mrs.M.Jordon, from 1-4-1933.
6. Charge Nurse	Miss D.Smith, from 8-4-1933.

I have the honour to be

Sir,

Your most obedient servant,

Lieut-Colonel., I.M.S.,

Residency Surgeon, Bangalore.

18

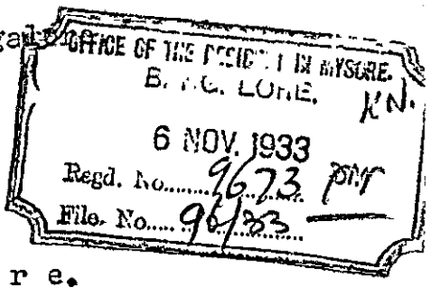
No. 1714

Residency Surgeon's Office,
Bowring Civil Hospital,
Bangalore 3rd Novr: 1933.

From

The Residency Surgeon,

Bowring Civil Hospital, Bangalore.



To

The Secretary

to the Resident In Mysore,

Bangalore.

Subject :- Provisional confirmation of certain members of the staff of the Bowring and Lady Curzon and Isolation hospitals.

Sir,

I have the honour to request that you will kindly obtain sanction of the Hon'ble the Resident in Mysore to confirm provisionally the marginally noted members of the staff of the Bowring and Lady Curzon Hospitals and Isolation hospital, Bangalore with effect from the date noted against each.

Compounder Pollen Keshav, B.C.H.,	from	10-6-31
Indian Nurse Jessie Jesudasan	"	1-10-32
Compounder Bhavani Shanker, I.H.	"	15-3-32
Susainathan, Clerk, I. Hospital	"	1-3-32

I have the honour to be,

Sir,

Your most obedient servant,

Lt-Col: I. M. S.,
Residency Surgeon.

All Communications should be addressed to the Secretary to the Resident in Mysore, Bangalore, by designation and not by name.

No. 2153
96/1933
484-31

17

FROM

Major C.G.N. Edwards, I.A.,

SECRETARY TO THE HON'BLE THE RESIDENT IN MYSORE.

To

The Residency Surgeon,

Bangalore.

Dated, Bangalore, the 21st March 1934.

Subject.

Provisional confirmation of the Nursing staff and other members of the Bowring, Lady Curzon and Isolation Hospitals.

SIR,

With reference to your letters noted on the margin* I am directed to invite a reference to office memorandum No.F. 31(4)-Ex.I/33, dated the 2nd October 1933, from the Government of India, Finance Department, a copy of which was forwarded to you with endorsement No.1989, dated the 12th March 1934, from this Residency, and to say that the orders of the Government of India on the proposals for revised rates of pay for future entrants to subordinate services under the Resident's control are still awaited.

S.N. 2716	No.1616/2,	dated the 20th October	1933.
S.N. 2827	No.1708/58,	-do- 2nd November	1933.
S.N. 2918	No.1714,	-do- 3rd November	1933

* S.N. 2716 of (L)
& S.N. 2827 of (L)

I have the honour to be,
Sir,
Your most obedient servant,

Clone 20/3

SECRETARY TO THE RESIDENT.

ASB

No. 300-6/95

RESIDENCY SURGEON'S OFFICE,
BOWRING CIVIL HOSPITAL.
Bangalore, 26th March 1934.

FROM

Lt.Col. J.B. Hance , O.B.E.,M.A.,M.D., F.R.C.S.E.,I.M.S.

RESIDENCY SURGEON. Bangalore.

To

THE Secretary to the Hon'ble the Resident in Mysore

Subject:— Provisional confirmation of the Nursing Staff and other members of the Bowring and Lady Curzon Hospitals.&c

SIR,

With reference to your letter No 2155/96—1933 , dated the 21st March 1934, I have the honor to request you kindly to furnish me with a copy of the proposals submitted to the Government of India for the revised rates of pay for future entrants to subordinate service under the control of the Hon'ble the Resident in Mysore, Bangalore.

OFFICE OF THE RESIDENT IN MYSORE.
BANGALORE.
28 MAR. 1934
Regd. No. 3050.
File. No.

I have the honor to be
Sir,
Your most obedient servant

Lt.Col.I.M.S.
Residency Surgeon.

No.3213-Ecc2
2-5-34 File No.484/1931

From

Secretary to the Resident.

To

The Residency Surgeon,
Bangalore.

Provisional confirmation of the Nursing Staff and other members of the Bowring and Lady Curzon Hospitals: Your letter No.3006/95 dated 26th March 1933.

A copy of Express letter No. 9553/297-1932 dated the 2nd October 1933 to the Govt. of India, Foreign and Political Department, together with an extract from its enclosure relating to Medical Department, is forwarded.

SECRETARY TO THE RESIDENT.

S.N.22 P.U.C.

S.N.29
297-1932
(E)

Pages 10, 11 & 12 of S.N.29/E (E/1)

Copy of Express letter No.9553/297-1932, dated the 2nd October 1933, from the Hon'ble the Resident in Mysore, Bangalore, to the Political Secretary to the Government of India, Foreign and Political Department.

FIXATION OF PAY FOR FUTURE ENTRANTS TO SUBORDINATE SERVICES.

Reference:- My telegram No.79-T, dated the 28th September 1933.

A Statement containing my proposals for revised rates of pay for future entrants to subordinate services under my control is forwarded. The percentage of reduction proposed in each case corresponds, as far as possible, to that adopted for similar posts in Madras. It has not been possible to apply the exact percentage of reductions effected in Madras to the posts here, as, in actual practice, it is found impracticable to apply a given percentage reduction exactly to existing scales, a fact which has been recognised by the Government of Madras also. The scales of pay adopted by that Government represent the general level of reduction which they considered might be effected without detriment to the existing standard of efficiency. This principle has been generally followed in the new scales of pay proposed in column 8 of the Statement enclosed. As in Madras, a system of biennial, instead of annual, increments has been adopted. No reduction has been proposed in the case of menials drawing Rs.15/-. The proposals result in a saving of about Rs.38,000/- per annum or a reduction of about 8.8 per cent on existing cost as against 9.8 per cent in Madras.

"C o p y"

SUPERINTENDENT, RESIDENT'S OFFICE.

PKH